Getting Started: Making the Case







Mentoring Partnership of Minnesota

MPM leads the state in building and sustaining quality mentoring for every child.



What is Sustainability?



What is a Sustainability Plan?







Mission Statement

Our Cause

Who? What? Where?

Our Actions

What we do

Our Impact

Changes for the better



Vision Statement

- Feeding America: A hunger-free America
- Human Rights Campaign: Equality for everyone
- National Multiple Sclerosis Society: A World Free of MS
- Habitat for Humanity: A world where everyone has a decent plac to live.
- Oceana seeks to make our oceans as rich, healthy and abundant as they once were.
- The Nature Conservancy: Our vision is to leave a sustainable wor for future generations.

Values Statement

Personal Success	Excellence	Inquiry	Social Justice
Growth	Respect	Health	Teamwork
Partnerships	Stewardship	Leadership	Integrity
Creativity	Safety	Leadership	Agility

The Logic Model

A logic model is a planning tool to clarify and graphically display what your project intends to do and what it hopes to accomplish and impact.

The Logic Model

Needs
Program Input
Program Activities
Program Outputs
Program Outcomes

Needs	Inputs	Activities	Outputs	Outcomes
What need does the program address?	What goes into the program?	What goes on in the program?	What happens as a result of the program?	What are the benefits of participating in the program?
The needs your program has identified (from "Develop Program Parameters")	Resources dedicated to or consumed by the program (from " Develop Program Parameters")	What the program does with inputs to fulfill the mission (from "Develop Program Parameters")	The direct product of program activities (from" Develop Program Objectives")	Benefits or changes for participants during or after program activities (from "Develop Program Goals" and "Write a Mission statement")
NEEDS OF TARGET YOUTH POPULATION	FINACIAL PERSONAL	SUPPORTS DIRECT SERVICES	FIDELITY (reflective of program design)	INITIAL INTERMEDIATE
RELATED COMMUNITY NEEDS	MATERIALS FACILITIES	EVALUATION	DOSAGE	LONG TERM

Logic Model for GirlPOWER!*

What needs does the program address?

Needs

EARLY ADOLESCENT URBAN, MINORITY GIRLS

- Low self-esteem
- Depression
- Victimization
- Health risk behaviors: Diet/nutrition, exercise, substance use, violence, risky sexual behavior, self-harm
- Academic underachievement

PREVENTION PROGRAMS FOR GIRLS

- Lack of effectiveness
- Lack of gender-specific strategies and content

What goes into the program?

Program Inputs

FINANCIAL

- NIMH Grant Funding
- BBBS Subcontract

PERSONNEL

- 2.20 FTE BBBS Staff
- Services of community agencies (workshop presentations)
- 10 BBBS female volunteer mentors
- Consultation: UIC Research Team

MATERIALS

- Program manual
- Supplies (participant handouts and notebooks, disposable cameras, picture puzzles, refreshments, workshop props)

FACILITIES

 Space for workshops and goalsetting and progress sessions What goes on in the program?

Program Activities

SUPPORTS

- Staff training and supervision
- Mentor training
- Bi-monthly supervision of mentors and parent/youth check-ins

DIRECT SERVICES

- Bi-monthly workshop series for mentors/youth: focused on relationship and team building, promotion of healthy self-esteem, prevention of risk behaviors/ promotion of healthy behaviors (11 workshops total)
- Goal-setting and progress sessions for individual matches
- Between-session structured activities for matches during workshop series (Power Builders)
- Continued one-on-one interactions between mentors and youth following workshop series to 1-year mark (includes Power Builders)
- · Group reunion session

EVALUATION

 Built-in program evaluation activities What happens as a result of the program?

Outputs FIDELITY

Program

- Implementation of training sessions for staff and mentors
- Implementation of workshops & reunion
- Quality of implementation of training sessions, workshops, supervision/check-ins, goalsetting, and progress sessions
- Mentor/staff satisfaction with training
- Mentor/parent/youth satisfaction with workshops, supervision/ check-ins, goalsetting sessions, program materials
- Youth/mentor/parent satisfaction with mentoring relationship

DOSAGE

- Avg. # of workshop sessions attended by mentors and youth
- Parent attendance at orientation & talent show/graduation
- Avg. # of supervision contacts/check-ins for mentors/parents/youth
- Avg. # of goal-setting and progress sessions completed
- Avg. hours of weekly one-oneone mentor/youth interactions
- Avg. # of Power Builders completed
- % of evaluation materials completed by staff/mentors/ youth/parents
- % of relationships sustained one year

What are the benefits of participating in the program?

Program Outcomes

INITIAL

- t social support from non-parental adult (mentor): emotional, companionship, instrumental, informational
- t health-related knowledge/attitudes
- t gender and racial identity

INTERMEDIATE

- 1 self-esteem/self-efficacy beliefs
- † social competence
- skills for avoiding risky
 behaviors/engaging in positive
 health behaviors
- t quality of relationships with parents, peers, and other adults

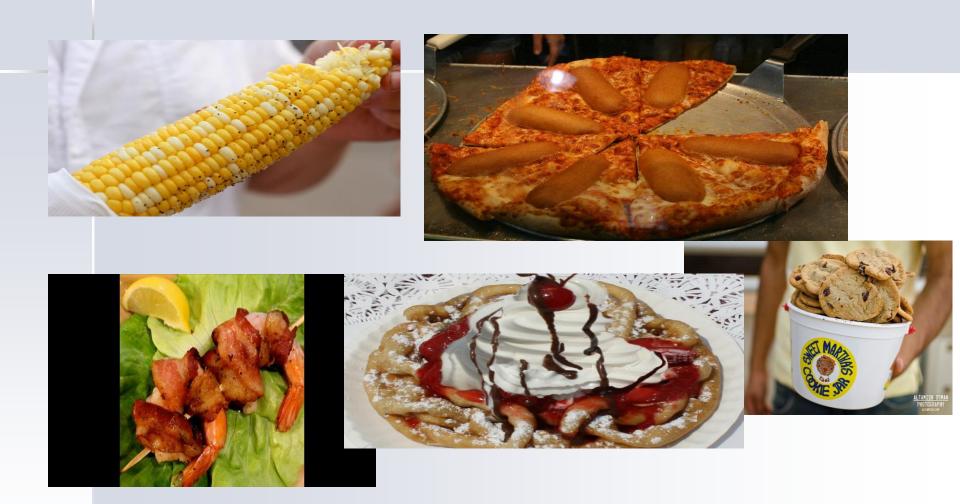
LONG TERM

- i risky health behaviors: substance use, violencerelated, unsafe sexual behavior, self-harm, etc.
- t positive health behaviors: exercise, diet/nutrition, etc.
- # mental health problems: internalizing (e.g., depression) and externalizing (e.g., conduct disorder)
- t positive mental health: happiness, life satisfaction
- t social, educational, occupational functioning at later stages of development

^{*} This program was developed through collaboration between Big Brothers Big Sisters of Metropolitan Chicago (BBBS) and the Girls Mentoring Project at University of Illinois at Chicago (UIC), David DuBois, Ph.D., Director. FTE – full-time equivalent.

Activity





What is the purpose of evaluation?

- Confirm the good things happening in your program
- Demonstrate program effectiveness to funders
- Identify Areas for Program Improvement
- Better manage limited resources
- Support the need for increased levels of funding
- Monitor matches
- Get important information about program participants
- Document program to help ensure successful replication

Process

Outcome

- Measures the **efforts** put into the program
- Measures the **effectiveness** of the program

Methods

- Surveys
- Interviews
- Focus groups
- Observation
- Youth-Led
- And more...

Key Steps in Evaluation Process

- Set the stage
- Decide what to measure
- Decide how to measure
- Collect the data
- Analyze the data
- Use the results

In conclusion

- Get to know your organization and your community inside and out
- Understand and support your program's mission/vision/goals
- Clearly identify the population being served and the outcomes you are seeking
- Thoroughly document your program's success

To be continued...

• Questions?

■ Thank you!